United Nations ST/IC/2014/13

Secretariat

24 April 2014

# Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised salary scales for staff in the General Service and related categories at Headquarters**

1. The current procedure for effecting interim adjustments to the salary scales for staff in the General Service and related categories at Headquarters calls for an adjustment in the net salaries of such staff by 90 per cent of the movement of the consumer price index (CPI) for New York.

2. The CPI for the month of February 2014 reflects a 1.09 per cent movement over the February 2013 index. In application of the above-mentioned procedure, the net salaries of staff in the General Service, Language Teacher, Public Information Assistant, Security Service and Trades and Crafts categories will be adjusted upward by 1.0 per cent, effective 1 March 2014.

3. In view of General Assembly resolution 68/253, the current rates of dependency and language allowances will remain unchanged.

4. The revised salary scales, which are contained in the annex to the present circular, will be implemented in the end of April 2014 payroll.

* The present circular, which cancels and supersedes circular ST/IC/2013/11 dated 4 April 2013, will be in effect until further notice.



Please recycle

# Annex

## Revised salary scales for staff in the General Service and related categories at Headquarters

### A. Salary scale for staff in the General Service category at Headquarters

(United States dollars)

**Effective 1 March 2014**

| *Level* | | *STEPS* | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* |
| 7 | (Gross) | 73 935 | 77 030 | 80 126 | 83 222 | 86 317 | 89 413 | 92 509 | 95 604 | 98 700 | 101 796 | 104 891* |
| | (Gross pension) | 70 911 | 73 795 | 76 681 | 79 566 | 82 449 | 85 336 | 88 220 | 91 107 | 93 992 | 96 877 | 99 762* |
| | (Total net) | 56 015 | 58 151 | 60 287 | 62 423 | 64 559 | 66 695 | 68 831 | 70 967 | 73 103 | 75 239 | 77 375* |
| | (Net pension) | 56 015 | 58 151 | 60 287 | 62 423 | 64 559 | 66 695 | 68 831 | 70 967 | 73 103 | 75 239 | 77 375* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 6 | (Gross) | 66 248 | 69 042 | 71 836 | 74 630 | 77 425 | 80 219 | 83 013 | 85 807 | 88 601 | 91 396 | 94 190* |
| | (Gross pension) | 64 019 | 66 522 | 69 025 | 71 551 | 74 155 | 76 759 | 79 363 | 81 968 | 84 571 | 87 176 | 89 780* |
| | (Total net) | 50 711 | 52 639 | 54 567 | 56 495 | 58 423 | 60 351 | 62 279 | 64 207 | 66 135 | 68 063 | 69 991* |
| | (Net pension) | 50 711 | 52 639 | 54 567 | 56 495 | 58 423 | 60 351 | 62 279 | 64 207 | 66 135 | 68 063 | 69 991* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 5 | (Gross) | 59 303 | 61 778 | 64 304 | 66 830 | 69 357 | 71 883 | 74 409 | 76 935 | 79 461 | 81 987 | 84 513* |
| | (Gross pension) | 57 743 | 60 007 | 62 272 | 64 536 | 66 801 | 69 066 | 71 345 | 73 703 | 76 059 | 78 416 | 80 773* |
| | (Total net) | 45 884 | 47 627 | 49 370 | 51 113 | 52 856 | 54 599 | 56 342 | 58 085 | 59 828 | 61 571 | 63 314* |
| | (Net pension) | 45 884 | 47 627 | 49 370 | 51 113 | 52 856 | 54 599 | 56 342 | 58 085 | 59 828 | 61 571 | 63 314* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 4 | (Gross) | 53 416 | 55 550 | 57 684 | 59 818 | 62 093 | 64 381 | 66 670 | 68 958 | 71 246 | 73 535 | 75 823* |
| | (Gross pension) | 52 096 | 54 146 | 56 195 | 58 245 | 60 294 | 62 343 | 64 393 | 66 442 | 68 493 | 70 541 | 72 657* |
| | (Total net) | 41 528 | 43 107 | 44 686 | 46 265 | 47 844 | 49 423 | 51 002 | 52 581 | 54 160 | 55 739 | 57 318* |
| | (Net pension) | 41 528 | 43 107 | 44 686 | 46 265 | 47 844 | 49 423 | 51 002 | 52 581 | 54 160 | 55 739 | 57 318* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 3 | (Gross) | 48 062 | 49 997 | 51 932 | 53 868 | 55 803 | 57 738 | 59 673 | 61 725 | 63 800 | 65 875 | 67 951* |
| | (Gross pension) | 46 948 | 48 805 | 50 665 | 52 524 | 54 382 | 56 242 | 58 099 | 59 959 | 61 817 | 63 676 | 65 534* |
| | (Total net) | 37 566 | 38 998 | 40 430 | 41 862 | 43 294 | 44 726 | 46 158 | 47 590 | 49 022 | 50 454 | 51 886* |
| | (Net pension) | 37 566 | 38 998 | 40 430 | 41 862 | 43 294 | 44 726 | 46 158 | 47 590 | 49 022 | 50 454 | 51 886* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 2 | (Gross) | 43 258 | 45 008 | 46 758 | 48 508 | 50 258 | 52 008 | 53 758 | 55 508 | 57 258 | 59 008* | |
| | (Gross pension) | 42 321 | 44 006 | 45 688 | 47 372 | 49 055 | 50 738 | 52 421 | 54 104 | 55 787 | 57 469* | |
| | (Total net) | 34 011 | 35 306 | 36 601 | 37 896 | 39 191 | 40 486 | 41 781 | 43 076 | 44 371 | 45 666* | |
| | (Net pension) | 34 011 | 35 306 | 36 601 | 37 896 | 39 191 | 40 486 | 41 781 | 43 076 | 44 371 | 45 666* | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | |
| 1 | (Gross) | 38 931 | 40 472 | 42 055 | 43 639 | 45 223 | 46 807 | 48 391 | 49 974 | 51 558* | | |
| | (Gross pension) | 38 132 | 39 654 | 41 175 | 42 696 | 44 217 | 45 739 | 47 260 | 48 782 | 50 302* | | |
| | (Total net) | 30 777 | 31 949 | 33 121 | 34 293 | 35 465 | 36 637 | 37 809 | 38 981 | 40 153* | | |
| | (Net pension) | 30 777 | 31 949 | 33 121 | 34 293 | 35 465 | 36 637 | 37 809 | 38 981 | 40 153* | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | |

Dependency allowances (US$ net per annum):

| | |
|---|---|
| Child | 2 083[a] |
| | 2 217[b] |
| Except for the first dependent child of a single, widowed or divorced staff member | 2 879[a] |
| | 3 246[b] |
| Dependent spouse | 3 336[a] |
| | 3 562[b] |
| Secondary dependant | 1 257[a] |
| | 1 307[b] |
| | 1 318[c] |

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

| | |
|---|---|
| First language | 2 268 |
| Second language | 1 134 |

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

* Long-service step:
Step XI at levels G-3 to G-7, step X at level G-2 and step IX at level G-1 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

- The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
- The staff member's service should have been satisfactory

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

## B. Salary scale for staff in the Language Teacher category at Headquarters

(United States dollars)

**Effective 1 March 2014**

| *Level* | | *STEPS* | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII*[a] |
| Language Teacher | (Gross) | 80 345 | 83 180 | 86 014 | 88 849 | 91 684 | 94 519 | 97 354 | 100 188 | 103 023 | 105 858 | 108 693 | 111 528 |
| | (Gross pension) | 76 867 | 79 512 | 82 158 | 84 804 | 87 449 | 90 095 | 92 740 | 95 386 | 98 032 | 100 677 | 103 323 | 105 968 |
| | (Total net) | 60 438 | 62 394 | 64 350 | 66 306 | 68 262 | 70 218 | 72 174 | 74 130 | 76 086 | 78 042 | 79 998 | 81 954 |
| | (Net pension) | 60 438 | 62 394 | 64 350 | 66 306 | 68 262 | 70 218 | 72 174 | 74 130 | 76 086 | 78 042 | 79 998 | 81 954 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Increments: salary increments within the level shall be awarded annually on the basis of satisfactory service.

Work schedule: the yearly schedule of work consists of three terms of 13 weeks each. There is a summer recess and there are scheduled breaks between terms. Leave taken during the recess and the breaks in excess of the annual leave entitlement provided in the Staff Rules is treated as special leave with pay.

Dependency allowances (US$ net per annum):

| | |
|---|---|
| Child | 2 083[a] |
| | 2 217[b] |
| Except for the first dependent child of a single, widowed or divorced staff member | 2 879[a] |
| | 3 246[b] |
| Dependent spouse | 3 336[a] |
| | 3 562[b] |
| Secondary dependant | 1 257[a] |
| | 1 307[b] |
| | 1 318[c] |

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Language allowances: not entitled.

* Long-service step:
The qualifying criteria for in-grade increases to the long-service step are as follows:

- The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
- The staff member's service should have been satisfactory

| | |
|---|---|
| Gross: | Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed. |
| Gross pension: | Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits. |
| Total net: | Total net remuneration is the sum of the non-pensionable component and the net pensionable salary. |
| Net pension: | Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries. |
| NPC: | Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent. |

## C. Salary scale for staff in the Public Information Assistant category at Headquarters

(United States dollars)

**Effective 1 March 2014**

| *Level* | | *STEPS* | | | | |
|---|---|---|---|---|---|---|
| | | *I* | *II* | *III* | *IV* | *V* |
| Tour Coordinator/Supervisor and Briefing Assistant[a] | (Gross) | 64 754 | 68 149 | 71 545 | 74 941 | 78 336 |
| | (Gross pension) | 62 676 | 65 720 | 68 762 | 71 840 | 75 006 |
| | (Total net) | 49 680 | 52 023 | 54 366 | 56 709 | 59 052 |
| | (Net pension) | 49 680 | 52 023 | 54 366 | 56 709 | 59 052 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 |
| Public Information Assistant II and Tour Coordinator | (Gross) | 56 778 | 59 220 | 61 783 | 64 401 | 67 020 |
| | (Gross pension) | 55 319 | 57 667 | 60 013 | 62 359 | 64 708 |
| | (Total net) | 44 016 | 45 823 | 47 630 | 49 437 | 51 244 |
| | (Net pension) | 44 016 | 45 823 | 47 630 | 49 437 | 51 244 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 |
| Public Information Assistant I | (Gross) | 52 115 | 54 345 | | | |
| | (Gross pension) | 50 837 | 52 982 | | | |
| | (Total net) | 40 565 | 42 215 | | | |
| | (Net pension) | 40 565 | 42 215 | | | |
| | (NPC) | 0 | 0 | | | |

[a] Includes Briefing Assistant as at 1 September 1991.

Reserve guides are paid by the day in accordance with the above rates.

Increments: salary increments within the levels shall be effective on the first day of the pay period in which satisfactory service requirements are completed, as follows:

| | |
|---|---|
| Public Information Assistant I | 6 months |
| Public Information Assistant II | 12 months |

No increments shall be paid in the case of staff members whose service will cease during the month in which the increment would ordinarily have been due.

Dependency allowances (US$ net per annum):

| | |
|---|---|
| Child | 2 083[a]<br>2 217[b] |
| Except for the first dependent child of a single, widowed or divorced staff member | 2 879[a]<br>3 246[b] |
| Dependent spouse | 3 336[a]<br>3 562[b] |
| Secondary dependant | 1 257[a]<br>1 307[b]<br>1 318[c] |

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Language allowances: not entitled.

| | |
|---|---|
| Gross: | Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed. |
| Gross pension: | Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits. |
| Total net: | Total net remuneration is the sum of the non-pensionable component and the net pensionable salary. |
| Net pension: | Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries. |
| NPC: | Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent. |

## D. Salary scale for staff in the Security Service category at Headquarters

(United States dollars)

**Effective 1 March 2014**

| | | STEPS | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *Level* | | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
| 7 | (Gross) | 98 020 | 101 809 | 105 597 | 109 386 | 113 174 | 116 962 | 120 751 | 124 539 | 128 328* | | | | |
| | (Gross pension) | 93 348 | 96 883 | 100 418 | 103 952 | 107 564 | 111 356 | 115 147 | 118 937 | 122 728* | | | | |
| | (Total net) | 72 634 | 75 248 | 77 862 | 80 476 | 83 090 | 85 704 | 88 318 | 90 932 | 93 546* | | | | |
| | (Net pension) | 72 634 | 75 248 | 77 862 | 80 476 | 83 090 | 85 704 | 88 318 | 90 932 | 93 546* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | | |
| 6 | (Gross) | 90 826 | 94 355 | 97 884 | 101 413 | 104 942 | 108 471 | 112 000 | 115 529 | 119 058* | | | | |
| | (Gross pension) | 86 654 | 89 944 | 93 233 | 96 524 | 99 814 | 103 105 | 106 394 | 109 921 | 113 450* | | | | |
| | (Total net) | 67 670 | 70 105 | 72 540 | 74 975 | 77 410 | 79 845 | 82 280 | 84 715 | 87 150* | | | | |
| | (Net pension) | 67 670 | 70 105 | 72 540 | 74 975 | 77 410 | 79 845 | 82 280 | 84 715 | 87 150* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | | |
| 5 | (Gross) | 83 593 | 86 872 | 90 152 | 93 432 | 96 712 | 99 991 | 103 271 | 106 551 | 109 830* | | | | |
| | (Gross pension) | 79 907 | 82 964 | 86 023 | 89 082 | 92 139 | 95 199 | 98 257 | 101 315 | 104 373* | | | | |
| | (Total net) | 62 679 | 64 942 | 67 205 | 69 468 | 71 731 | 73 994 | 76 257 | 78 520 | 80 783* | | | | |
| | (Net pension) | 62 679 | 64 942 | 67 205 | 69 468 | 71 731 | 73 994 | 76 257 | 78 520 | 80 783* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | | |
| 4 | (Gross) | 76 254 | 79 261 | 82 268 | 85 275 | 88 283 | 91 290 | 94 297 | 97 304 | 100 312* | | | | |
| | (Gross pension) | 73 062 | 75 867 | 78 671 | 81 476 | 84 279 | 87 085 | 89 889 | 92 693 | 95 498* | | | | |
| | (Total net) | 57 615 | 59 690 | 61 765 | 63 840 | 65 915 | 67 990 | 70 065 | 72 140 | 74 215* | | | | |
| | (Net pension) | 57 615 | 59 690 | 61 765 | 63 840 | 65 915 | 67 990 | 70 065 | 72 140 | 74 215* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | | |
| 3 | (Gross) | 71 172 | 73 532 | 75 891 | 78 251 | 80 610 | 82 970 | 85 329 | 87 688 | 90 048 | 92 407 | 94 767* | | |
| | (Gross pension) | 68 423 | 70 539 | 72 724 | 74 925 | 77 126 | 79 327 | 81 527 | 83 729 | 85 930 | 88 131 | 90 331* | | |
| | (Total net) | 54 109 | 55 737 | 57 365 | 58 993 | 60 621 | 62 249 | 63 877 | 65 505 | 67 133 | 68 761 | 70 389* | | |
| | (Net pension) | 54 109 | 55 737 | 57 365 | 58 993 | 60 621 | 62 249 | 63 877 | 65 505 | 67 133 | 68 761 | 70 389* | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | |
| 2 | (Gross) | 63 804 | 65 938 | 68 071 | 70 204 | 72 338 | 74 471 | 76 604 | 78 738 | 80 871 | 83 004 | 85 138 | 87 271 | 89 404* |
| | (Gross pension) | 61 832 | 63 742 | 65 654 | 67 565 | 69 475 | 71 403 | 73 391 | 75 380 | 77 368 | 79 356 | 81 343 | 83 332 | 85 319* |
| | (Total net) | 49 025 | 50 497 | 51 969 | 53 441 | 54 913 | 56 385 | 57 857 | 59 329 | 60 801 | 62 273 | 63 745 | 65 217 | 66 689* |
| | (Net pension) | 49 025 | 50 497 | 51 969 | 53 441 | 54 913 | 56 385 | 57 857 | 59 329 | 60 801 | 62 273 | 63 745 | 65 217 | 66 689* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 1 | (Gross) | 56 685 | 58 468 | | | | | | | | | | | |
| | (Gross pension) | 55 227 | 56 941 | | | | | | | | | | | |
| | (Total net) | 43 947 | 45 266 | | | | | | | | | | | |
| | (Net pension) | 43 947 | 45 266 | | | | | | | | | | | |
| | (NPC) | 0 | 0 | | | | | | | | | | | |

Dependency allowances (US$ net per annum):

| | |
|---|---|
| Child | 2 083[a]<br>2 217[b] |
| Except for the first dependent child of a single, widowed or divorced staff member | 2 879[a]<br>3 246[b] |
| Dependent spouse | 3 336[a]<br>3 562[b] |
| Secondary dependant | 1 257[a]<br>1 307[b]<br>1 318[c] |

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

| | |
|---|---|
| First language | 2 268 |
| Second language | 1 134 |

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

* Long-service step:
Step IX at levels S-4 to S-7, step XI at level S-3 and step XIII at level S-2 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

- The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
- The staff member's service should have been satisfactory

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

## E. Salary scale for staff in the Trades and Crafts category at Headquarters

(United States dollars)

**Effective 1 March 2014**

| *Level* | | *STEPS* | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII** |
| TC-8 | (Gross) | 90 586 | 93 716 | 96 846 | 99 977 | 103 107 | 106 238 | 109 368 |
| | (Gross pension) | 86 429 | 89 347 | 92 266 | 95 184 | 98 103 | 101 021 | 103 940 |
| | (Total net) | 67 504 | 69 664 | 71 824 | 73 984 | 76 144 | 78 304 | 80 464 |
| | (Net pension) | 67 504 | 69 664 | 71 824 | 73 984 | 76 144 | 78 304 | 80 464 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-7 | (Gross) | 84 939 | 87 890 | 90 841 | 93 791 | 96 742 | 99 693 | 102 643 |
| | (Gross pension) | 81 163 | 83 914 | 86 666 | 89 418 | 92 171 | 94 922 | 97 674 |
| | (Total net) | 63 608 | 65 644 | 67 680 | 69 716 | 71 752 | 73 788 | 75 824 |
| | (Net pension) | 63 608 | 65 644 | 67 680 | 69 716 | 71 752 | 73 788 | 75 824 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-6 | (Gross) | 79 293 | 82 064 | 84 835 | 87 606 | 90 377 | 93 148 | 95 919 |
| | (Gross pension) | 75 899 | 78 482 | 81 066 | 83 650 | 86 233 | 88 816 | 91 401 |
| | (Total net) | 59 712 | 61 624 | 63 536 | 65 448 | 67 360 | 69 272 | 71 184 |
| | (Net pension) | 59 712 | 61 624 | 63 536 | 65 448 | 67 360 | 69 272 | 71 184 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-5 | (Gross) | 73 670 | 76 257 | 78 843 | 81 430 | 84 017 | 86 604 | 89 191 |
| | (Gross pension) | 70 664 | 73 065 | 75 479 | 77 893 | 80 307 | 82 720 | 85 134 |
| | (Total net) | 55 832 | 57 617 | 59 402 | 61 187 | 62 972 | 64 757 | 66 542 |
| | (Net pension) | 55 832 | 57 617 | 59 402 | 61 187 | 62 972 | 64 757 | 66 542 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-4 | (Gross) | 68 041 | 70 448 | 72 855 | 75 262 | 77 670 | 80 077 | 82 484 |
| | (Gross pension) | 65 622 | 67 779 | 69 936 | 72 141 | 74 387 | 76 632 | 78 878 |
| | (Total net) | 51 948 | 53 609 | 55 270 | 56 931 | 58 592 | 60 253 | 61 914 |
| | (Net pension) | 51 948 | 53 609 | 55 270 | 56 931 | 58 592 | 60 253 | 61 914 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-3 | (Gross) | 62 400 | 64 633 | 66 867 | 69 100 | 71 333 | 73 567 | 75 800 |
| | (Gross pension) | 60 565 | 62 566 | 64 569 | 66 571 | 68 572 | 70 575 | 72 643 |
| | (Total net) | 48 056 | 49 597 | 51 138 | 52 679 | 54 220 | 55 761 | 57 302 |
| | (Net pension) | 48 056 | 49 597 | 51 138 | 52 679 | 54 220 | 55 761 | 57 302 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-2 | (Gross) | 57 004 | 58 912 | 60 880 | 62 926 | 64 972 | 67 019 | 69 065 |
| | (Gross pension) | 55 536 | 57 370 | 59 205 | 61 039 | 62 874 | 64 708 | 66 542 |
| | (Total net) | 44 183 | 45 595 | 47 007 | 48 419 | 49 831 | 51 243 | 52 655 |
| | (Net pension) | 44 183 | 45 595 | 47 007 | 48 419 | 49 831 | 51 243 | 52 655 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-1 | (Gross) | 51 719 | 53 461 | 55 203 | 56 945 | 58 686 | 60 459 | 62 328 |
| | (Gross pension) | 50 459 | 52 133 | 53 807 | 55 481 | 57 156 | 58 828 | 60 503 |
| | (Total net) | 40 272 | 41 561 | 42 850 | 44 139 | 45 428 | 46 717 | 48 006 |
| | (Net pension) | 40 272 | 41 561 | 42 850 | 44 139 | 45 428 | 46 717 | 48 006 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Dependency allowances (US$ net per annum):

| | |
|---|---|
| Child | 2 083[a]<br>2 217[b] |
| Except for the first dependent child of a single, widowed or divorced staff member | 2 879[a]<br>3 246[b] |
| Dependent spouse | 3 336[a]<br>3 562[b] |
| Secondary dependant | 1 257[a]<br>1 307[b]<br>1 318[c] |

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

| | |
|---|---|
| First language | 2 268 |
| Second language | 1 134 |

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

- Long-service step:
  The qualifying criteria for in-grade increases to the long-service step are as follows:
  - The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
  - The staff member's service should have been satisfactory

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.